



CITY OF BANDERA
CITY COUNCIL REGULAR MEETING
Best Western Conference Center, 711 Main Street, Bandera, Texas
Tuesday, December 06, 2022 at 6:00 PM

511 Main St. • PO Box 896 • Bandera, Texas 78003 • P: (830) 796-3765 • F: (830) 796-4247

MINUTES

1. Call to order.

The meeting was called to order at 6:00 p.m.

PRESENT

Mayor Rebeca Gibson
Councilmember Christine Morse
Councilmember Jerry Russe
Councilmember Jeff Flowers
Councilmember Lynn Palmer
Councilmember Tony Battle

2. Invocation and Pledge.

Darcy Hasty offered the invocation and all stood for the pledge.

3. Visitors to be heard (shall not exceed 30 minutes total).

There were no visitors to be heard.

4. Discussion and possible action on the following items:

A. Discussion and possible action on appointing a Mayor Pro Tem.

This item is moved till after 4.B.

Motion made by Mayor Pro Tem Russe to postpone until the December 21, 2022 meeting,
Seconded by Councilmember Morse.

Voting Yea: Councilmember Morse, Mayor Pro Tem Russe, Councilmember Flowers,
Councilmember Palmer, Councilmember Battle

Motion postponed.

B. Discussion and possible action on a resolution appointing a resident to serve the unexpired term of a member of the City Council until the November 2023 General Election

[Pursuant to Texas Government Code Section 551.074, Personnel, the City Council *may* choose to meet in closed session to interview the applicants for the vacant City Council position, individually.]

There was a consensus to hold the interviews for appointing a resident to serve the unexpired term of a member of the City Council until the November 2023 General Election in executive session under TGC 551.074, recessed into executive session at 6:06 p.m.

The meeting was reconvened in open session at 7:45 p.m.

Motion made by Councilmember Palmer to appoint Tony Battle to serve the unexpired term,
Seconded by Councilmember Morse.

Voting Yea: Councilmember Morse, Mayor Pro Tem Russe, Councilmember Flowers, Councilmember Palmer

Tony Battle came forward and was sworn in by City Secretary Shelton and he took his seat.

Mayor Gibson recessed the meeting for 12 minutes at 7:48 p.m.

Mayor Gibson reconvened the meeting at 7:58 p.m.

C. Presentation of the City Marshal's Office Organizational Audit completed by Public Safety Solutions, LLC.

Acting City Marshal Pancoast presented the report produced by Public Safety Solutions LLC. See attached report.

D. Discussion and possible action related to the findings and recommendations within the City Marshal's Office Organizational Audit.

Motion made by Councilmember Palmer to accept the audit, Seconded by Mayor Pro Tem Russe.

Voting Yea: Councilmember Morse, Mayor Pro Tem Russe, Councilmember Flowers, Councilmember Palmer, Councilmember Battle

Motion passed.

E. Discussion and possible action appointing an Interim City Marshal.

City Administrator Cox stated that the Ordinance requires a City Marshal, so while Dietrich was on leave he was still the Marshal and that Cox has made Rusty Pancoast temporary Interim Marshal and that it needs to be ratified by Council.

Motion made by Councilmember Palmer to appoint Rusty Pancoast as Interim City Marshal, Seconded by Mayor Pro Tem Russe.

Voting Yea: Councilmember Morse, Mayor Pro Tem Russe, Councilmember Flowers, Councilmember Palmer, Councilmember Battle

Motion passed.

F. Discussion and possible action on the hiring process to fill the City Marshal vacancy.

Mayor Gibson recommended using the same third party that the City has used in the past. Councilmember Russe thinks we can continue to take applications and make a decision without using an agency. Councilmember Morse stated that due to time constraints she thinks we should use a third party to move the process forward. Councilmember Flowers would hate to rush this process, he thinks we could use all resources to move forward. Councilmember Battle had some questions on the legality of needing to get a minimum number of bids from outsourcing firms. He suggested taking applications for a few weeks and then if there are no good applicants they could go out for RFP's. There was much discussion on all the options of how this should be handled. There was a consensus that Council could do vetting of their own and not spend the money on a consultant.

Motion made by Mayor Pro Tem Russe to accept applications for the Marshal position for a period of three weeks, and in the meantime, send out RFPs to consulting firms with a deadline for acceptance of December 27, 2022. He would like for Council to see all applications. Seconded by Councilmember Palmer.

Voting Yea: Councilmember Morse, Mayor Pro Tem Russe, Councilmember Flowers, Councilmember Palmer, Councilmember Battle

Motion passed.

5. Workshop

A. Discussion on the creation and possible contents of a City Council Strategic Plan that will detail the goals and objectives of the City Council.

Motion made by Councilmember Morse to postpone the workshop to the next regular agenda, Seconded by Councilmember Flowers.

Voting Yea: Councilmember Morse, Mayor Pro Tem Russe, Councilmember Flowers, Councilmember Palmer, Councilmember Battle

Motion passed.

6. Requests and Announcements.

A. Requests by Council to place items on an agenda.

Consider recommendation for P&Z for electronic sign supported by Russe.

B. Announcements by Council.

Palmer states she attended Winterfest at the Middle School, and it was a wonderful turnout for kids and adults.

7. Adjourn.

The meeting was adjourned at 9:21 p.m.

/s/ Jill Shelton

Jill Shelton, *City Secretary*